

ARTICLE 41

CIVILIAN CONSERVATION CORPS

1. **General:** The intent of this Article is to address those aspects of the Civilian Conservation Corps (CCC) that are unique, such as the 24 hours a day, 7 days a week, and year round nature of the residential program. Although this Article is exclusive to the CCC, the parties are still bound by all articles of the Master Agreement. This Article addresses only those issues between Management and Bargaining Unit Employees (BUE).
2. **Relationship to DOL:**
 - a. Although the Forest Service CCC program is responsible for Center operations in a manner that meets the programmatic requirements and goals established by the U.S. Department Of Labor (DOL), as agreed by the U.S. Department of Agriculture (USDA), it is understood that Forest Service CCC employees are covered by Office of Personnel Management (OPM) regulations, 5 U.S.C. 71, and the provisions of this Master Agreement. The parties shall not confuse the rights of students with the rights of employees.
 - b. The Parties agree that changes made by DOL, such as changes to the Policy and Requirements Handbook (PRH), which affect the working conditions of the BUEs, must be negotiated at the intermediate level (CCC National Office and Council Vice President for CCC) per Article 11 before implementation.
 - c. When changes to the Interagency Agreement between the USDA and the DOL are proposed by either the USDA or DOL, the Union will be provided copies of those changes within 30 days of the date the changes are known by the **Agency**.
3. **Special Safety Concerns:** General safety and health issues are covered in Article 27. However, the Parties recognize that the CCC working environment presents unique safety and health issues.
 - a. Immediate and appropriate action will be taken when a student's behavior has become disruptive or threatens the safety of an employee(s).

- b. Any employee(s) who believes that their safety is jeopardized by a student who is demonstrating threatening behavior should immediately notify the on-duty supervisor. The on-duty supervisor will review the situation and take immediate action in accordance with law, Agency policy and the PRH. In an off-Center situation where a supervisor is unavailable, and the situation is beyond the employee's reasonable ability to resolve, the employee may contact appropriate Forest Service or local law enforcement for assistance.
 - c. Student(s) who threaten physical violence, assault, or sexually harass employee(s) will be removed from the Center as soon as practical. All incidents that involve physical assault will be referred to law enforcement.
 - d. All employees will receive current safety and health training on blood borne pathogens and the Center's Pandemic Workforce Protection Plan annually. New employees will receive this training as part of their orientation program, normally within 30 days after their reporting date.
 - e. The Parties recognize the stressful nature of CCC work, and employees are encouraged to discuss concerns with their supervisors. When supervisors become aware of an employees' stress-related illness, they will advise employees of their rights to file a (CA-2) claim under the Occupational Workers Compensation Program. CCC employees who are suffering from workplace-related stress may also request reassignment or details, including details to other organizational units (that is, NFS, other CCCs, R&D) under the terms of Article 4.11 and Article 42.
 - f. The Parties agree that long-term vacancies in residential living, vocation, and education may represent a significant safety and health issue for students and BUEs, as such vacant positions should normally be filled in a timely manner.
4. **Shift Assignments (See Article 18):** Changes to shift assignments will be kept at a minimum. Shift assignments are subject to Local negotiations as provided in Article 18.